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ARL

Annual Salary Survey 1987

Compiled by
Gordon Fretwell

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INTRODUCTION

The 1987 Association of Research Libraries' Annual Salary Survey follows the general format and organization of previous years. This year's Survey includes the salaries of all directors except one university library director and two directors of non-university Libraries. Salaries for staff from the Canada Institute of Scientific and Technical Information are not included.

Salaries in Canadian member libraries continue to be expressed in U.S. dollars, converted at the rate of $1.3602 Canadian per U.S. dollar[1].

Separate tables for law and medical libraries are located after the series of tables for other university libraries, and law and medical salaries are excluded from Tables 4 through 9 and Tables 11 through 21. Please note that some branch libraries now included with the general library of an institution are not under the administrative control of the library director. Table 10 does include law and medical salaries, in order to maintain the ten year retrospective comparison of salaries with the cost of living index.

More minority professional positions are reported this year: 735 this year versus 699 last year, an increase of 5%. Of this year's total, 635 were reported in the general libraries and 100 were reported in law and medical libraries. The identification of minority professionals is limited to U.S. university members. The 735 professionals identified as being members of defined minority groups represent 10.3% of all positions reported from the U.S. university segment of the membership. 68.3% of minority U.S. ARL university librarians are women, while women represent 64.8% of non-minority U.S. ARL University librarians.

Minority professionals in U.S. ARL libraries are not proportionately distributed across the country. The South Atlantic and Pacific regions both have disproportionately high shares of the total number, while the Mountain, East and West South Central and West North Central regions have significantly fewer than one would expect. The distribution of minority professionals reported by the membership is as follows:

	New Engl	Middle Atl	E North Central	W North Central	South Atl	East S Central	West S Central	Mt	Pac	TOTAL	%
Black	18	29	34	14	90	8	7	3	26	231	31.4
Hispanic	9	12	17	1	22	-	15	17	23	111	15.1
Asian	37	71	56	16	54	4	14	17	116	385	52.4
AI/NA[2]	-	-	3	-	-		2	2	1	8	1.1
TOTALS	64	113	112	31	166	[illegible]	37	34	166	735	
Percent	8.7	15.4	15.2	4.2	22.[illegible]	1.6	5.0	4.6	22.6		

Minority professionals, earned 2.8% less, on average, than non-minority professionals, a difference of $941 for the year. However, any final comparison of average salaries for these two groups should take into account the differentials in professional experience. Tables 15 and 16 provide some context for comparison of average salaries in Tables 13 and 14.

In 1987, the average salaries paid to librarians in public ARL U.S. libraries were 0.7% higher than those paid their counterparts in privately supported institutions, a continuation from last year. Consult Table 19 for more details. The size of a library has a direct bearing on individual salaries. Salaries in the smaller libraries (less than 50 professionals) still average about 17% less than salaries in the largest libraries (over 124 professionals). In the U.S., the highest average salaries continue to be paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the West and East South Central regions. See Table 20 for more data on the continuing geographical influence on salaries.

Overall, salaries of men averaged 12.8% higher than the salaries of women. One noteworthy exception is the average salary for women directors: $76,862, or $733 higher than the average salary for directors who are men. While the modest lead for women directors is probably not significant in itself, it does represent a continuing trend of "catching up" that has been evident for several years. In the past five years, the average salary of women directors have increased about 7.5% faster than the salaries of their male counterparts. What was a $3,565 gap in favor of men (in 1982) is now a $733 edge in favor of women. Table 15 should be consulted to see how relative experience levels might influence the general comparison of other salaries between men and women.

Table 10 provides an overview of the increases in median and Beginning Professional salaries during the last decade, and more importantly, places those changes in the context of the increasing Consumer Price Index. Compared to the base year of 1978, only in the latter two years has the median salary of ARL university librarians kept up with increases in the CPI, and the major gain came this year as the median salary increased by 1.55% more than the CPI. Increases in the median Beginning Professional Salary continue to lag behind the advancing CPI. This year's BPS represents almost 10% less purchasing power than the 1978 median BPS.

Rank structure is also a factor in library salaries, and while a variety of structures are represented within the University membership, the most commonly found involve either three, four, or five steps, or levels. The following table briefly indicates the variation in salary and experience levels among the most commonly used structures:

Average salaries and average years of experience of library professionals in libraries with three, four and five step rank structures

	Three step		Four step		Five step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$24,247	5.7 yrs	$22,605	5.1 yrs	$27,336	10.6 yrs
Librarian 2	33,006	14.6 yrs	27,955	11.6 yrs	28,877	10.4 yrs
Librarian 3	42,210	20.5 yrs	33,438	16.9 yrs	34,322	15.2 yrs
Librarian 4			42,321	21.4 yrs	38,175	18.0 yrs
Librarian 5					46,899	23.1 yrs
Overall avg.	34,217	14.7	34,710	14.1	34,173	14.9
No. of staff	990		3,681		689	

There is an orderly progression of average salary and average years experience through the ranks of each of the rank structures above, with one peculiar exception: the average years of experience for librarians in the first level of the five step structure are slightly higher than the corresponding figure for the second step.

A final cautionary note is repeated from past years. Users of the Survey are advised against making staffing or salary inferences from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed that may imply organizational patterns that are not valid in specific instances. Please consult the footnotes and refer to the survey instrument at the back for further information about variant reporting, definitions, assumptions, etc. Finally, this Survey concerns itself only with salaries, and other tangible and intangible forms of compensation may have a significant impact on specific salaries.

Gordon Fretwell
University of Massachusetts
January 31, 1988

Notes:

1 This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1986 through June 1987.

2 American Indian/Native American.

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1988 52% of the librarians in ARL university libraries earned $30,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS				NON-UNIVERSITY LIBRARIANS			
	1987*	%	1988	%	1987**	%	1988***	%
$100,000 or more	6		12					
95,000---99,999	2		4				1	
90,000---94,999	4		9				1	
85,000---89,999	11		15	1	1		2	
80,000---84,999	16		19				1	
75,000---79,999	27	1	27		1		3	
70,000---74,999	26		34	2	2		96	3
65,000---69,999	47	2	54		28	1	70	5
60,000---64,999	57		67	3	53	3	128	8
55,000---59,999	78	3	105	4	98	7	147	12
50,000---54,999	112	5	138	6	93	11	160	16
48,000---49,999	159	7	212	9	51	13	83	18
46,000---47,999	92	8	126	10	45	15	80	21
44,000---45,999	172	10	197	13	52	17	143	24
42,000---43,999	252	13	291	16	62	19	93	27
40,000---41,999	204	15	198	19	134	24	233	33
38,000---39,999	277	19	331	23	104	29	238	39
36,000---37,999	359	23	414	28	224	38	154	43
34,000---35,999	419	28	631	36	217	46	289	51
32,000---33,999	547	35	575	43	188	54	298	59
30,000---31,999	713	44	714	52	185	61	244	65
29,000---29,999	386	49	384	57	140	67	191	71
28,000---28,999	380	53	382	62	90	70	317	79
27,000---27,999	402	58	411	67	98	74	154	83
26,000---26,999	470	64	417	72	194	82	58	85
25,000---25,999	441	69	420	78	58	85	81	87
24,000---24,999	398	74	345	82	58	87	112	90
23,000---23,999	418	79	317	86	78	90	70	92
22,000---22,999	374	84	278	90	64	93	120	95
21,000---21,999	304	88	264	93	99	96	66	96
20,000---20,999	330	92	258	96	9	97	31	97
19,000---19,999	288	95	164	98	25	98	12	98
18,000---18,999	217	98	87	99.2	14	98.9	33	99
17,000---17,999	120	99.3	45	99.8	22	99.8	25	99.2
16,000---16,999	52	99.9	15	99.97	4	99.9	10	99.4
15,000---15,999	7		1		1		8	99.7
14,000---14,999	1						13	
13,999 or less	1		1					
Total Positions	8,169		7,962		2,492		3,765	
Median Salary	$28,941		$30,534		$33,020		$36,250	

* Excludes Chicago

** Excludes Newberry Library, Canada Institute for Scientific and Technical Information, and New York Public Library

*** Excludes Canada Institute for Scientific and Technical Information

Note: Canadian salaries converted to U.S. dollars

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

INSTITUTION	NUMBER OF STAFF	MEDIAN SALARIES		BEGINNING PROFESSIONAL SALARIES	
		FY 1987	FY 1988	FY 1987	FY 1988
Boston Public Library	226	$32,390	$32,584	$21,340	$22,823
Canada Institute for Scientific and Technical Information (* D)	U/A	26,687	27,055	17,571	17,865
Center for Research Libraries	25	26,928	26,970	18,000	18,500
Library of Congress	2,657	35,000	36,300	16,040	U/A
Linda Hall Library	22	25,800	27,150	17,000	18,000
National Agricultural Library (*)	102	33,000	33,000	17,824	18,358
National Library of Canada (* D)	196	26,666	27,168	16,124	16,205
National Library of Medicine (*)	155	34,739	35,781	18,367	18,818
New York Public Library (*)	221	28,000	29,000	21,717	22,803
New York State Library	80	27,126	30,094	20,066	21,070
Newberry Library	26	23,700	24,650	17,824	U/A
Smithsonian Institution Libraries	55	est. 35,000	est. 37,000	17,824	18,358

* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
U/A - Unavailable

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI), which has also been converted using July 1978 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS Index	Actual CPI	Adjusted CPI
1988	11	3,765**	$36,250	$18,405	196.8	170.0	340.8	186.6
1987	10	2,790***	33,020	17,912	179.3	165.6	328.0	179.6
1986	12	3,874	33,720	17,308	183.1	159.9	322.8	176.8
1985	11	3,840	33,863	16,500	183.8	152.4	311.7	170.7
1984	11	3,411	31,000	16,556	168.3	153.0	299.3	163.9
1983	11	4,929	25,373	15,487	137.7	143.1	292.2	160.0
1982	10	4,839	23,274	14,955	126.4	138.2	274.4	150.3
1981	12	5,171	20,301	12,651	110.2	116.9	247.8	135.7
1980	12	4,822	19,679	12.391	106.8	114.5	218.9	119.9
1979	11	4,570	18,567	11,460	100.8	105.9	196.7	107.7
1978	11	4,738	18,420	10,825	100	100	182.6	100

* Beginning Professional Salary
** Excludes Canada Institute for Scientific and Technical Information
*** Excludes Canada Institute for Scientific and Technical Information, New York Public Library, and Newberry Library
Note: Canadian salaries converted to U.S. dollars

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1988	FY 1988	FY 1987[r]	FY 1988	FY 1987[r]	FY 1988	FY 1988
Alabama (*)	35	$26,155	$23,350	$25,100	$16,500	$18,800	11.1
Alberta (* D)	69	29,806	27,515	29,970	18,962	18,962	12.3
Arizona	68	30,759	26,799	29,608	17,800	20,000	11.3
Arizona State	63	31,486	27,875	29,106	18,800	19,500	12.8
Boston	50	28,611	25,073	27,000	18,500	19,975	12.9
Brigham Young (*)	82	28,169	26,400	26,500	19,000	19,500	12.5
British Columbia (* D)	87	29,545	26,039	28,843	17,010	17,010	16.4
Brown (*)	58	30,721	27,500	28,858	21,000	21,500	14.4
Calif.,Berkeley (*)	141	41,661	42,264	40,512	24,012	25,380	18.5
Calif.,Davis (*)	59	41,140	42,264	42,264	24,012	25,380	16.1
Calif.,Irvine (*)	42	39,463	39,456	39,456	24,012	25,380	13.7
Calif.,Los Angeles (*)	159	40,874	42,264	42,264	24,012	25,380	14.1
Calif.,Riverside (*)	33	38,015	37,572	36,828	24,012	25,380	12.6
Calif.,San Diego (*)	51	41,776	37,572	40,494	24,012	25,380	14.0
Calif.,Santa Barbara(*)	60	42,627	42,264	42,264	24,012	25,380	17.4
Case Western Reserve	29	27,966	25,402	27,260	17,500	18,000	13.5
Chicago	71	29,704	26,135	28,420	17,500	18,500	14.2
Cincinnati (*)	54	31,588	30,389	33,347	18,000	18,352	15.1
Colorado	42	31,501	29,793	30,611	19,000	21,000	15.5
Colorado State	40	31,278	27,550	30,000	22,500	22,500	18.2
Columbia	112	36,547	33,730	34,715	22,000	23,000	12.1

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1988	FY 1988	FY 1987[r]	FY 1988	FY 1987[r]	FY 1988	FY 1988
Connecticut	56	$35,302	$31,981	$33,570	$18,452	$20,500	15.8
Cornell (*)	113	32,610	28,400	30,013	18,000	18,750	15.6
Dartmouth	35	33,834	27,000	33,000	18,500	21,500	13.1
Delaware (* +)	47	28,847	23,800	25,000	18,200	20,000	9.1
Duke (*)	74	32,255	29,650	31,300	18,800	20,000	14.4
Emory (*)	45	30,067	26,250	27,400	17,500	18,000	14.8
Florida (*)	71	29,275	25,882	26,965	18,300	20,000	14.7
Florida State (*)	48	27,417	25,243	26,170	16,500	17,500	14.9
Georgetown	39	29,245	26,306	26,545	18,500	20,300	13.3
Georgia	63	27,490	24,069	25,004	17,200	18,000	9.6
Georgia Tech	40	27,800	23,250	24,200	17,500	18,000	12.3
Guelph (D)	30	34,491	30,875	34,241	17,204	18,012	15.9
Harvard (*)	238	32,118	27,600	29,394	18,800	19,700	12.1
Hawaii (*)	62	36,589	34,992	36,840	21,864	23,016	18.7
Houston (*)	40	29,185	26,844	27,642	17,000	17,000	11.8
Howard	61	31,400	26,654	29,386	21,231	21,231	14.7
Illinois	121	30,107	25,970	26,475	19,000	20,000	16.1
Indiana (*)	93	31,245	26,995	28,393	17,630	19,040	14.1
Iowa	62	31,708	29,500	31,258	18,500	19,290	14.1
Iowa State	44	32,269	26,675	29,207	18,000	18,700	15.2
Johns Hopkins (*)	54	30,361	27,893	29,050	18,491	19,616	13.0
Kansas (*)	71	25,786	24,108	25,440	18,000	18,500	12.9

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
+ - Excludes Salary of Director
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1988	FY 1988	FY 1987[r]	FY 1988	FY 1987[r]	FY 1988	FY 1988
Kent State	40	$32,217	$32,308	$30,075	$19,556	$19,556	15.6
Kentucky (*)	53	25,512	23,696	24,602	16,500	17,000	12.5
Laval (* D)	70	34,208	32,910	34,762	19,113	19,874	17.3
Louisiana State (*)	46	27,487	25,455	26,678	19,000	19,000	13.5
McGill (D)	62	30,143	27,067	29,184	16,645	17,651	14.0
McMaster (D)	30	30,503	28,072	30,625	15,889	16,718	15.2
Manitoba (* D)	47	30,076	29,051	30,360	16,216	16,216	15.2
Maryland	84	31,259	28,068	29,256	18,515	18,978	13.3
Massachusetts	57	38,111	36,162	37,535	20,000	21,600	17.5
MIT	82	30,848	27,600	28,700	19,000	20,000	11.3
Miami	43	29,015	27,600	28,000	20,000	20,000	18.5
Michigan (*)	93	33,004	29,072	31,810	19,500	21,000	14.5
Michigan State	76	29,947	28,100	27,813	19,000	20,000	13.9
Minnesota	103	34,023	29,753	30,598	19,896	19,896	16.6
Missouri	37	26,636	25,508	26,407	17,000	17,500	14.6
Nebraska	42	28,395	23,718	25,650	17,000	18,000	14.3
New Mexico	41	29,552	28,370	29,270	19,000	19,420	14.3
New York	55	31,650	29,477	31,650	23,000	25,000	12.7
North Carolina (*)	80	29,572	25,200	28,000	17,500	18,000	12.4
North Carolina State	41	29,763	25,100	27,804	19,000	19,500	13.1
Northwestern (*)	85	31,265	26,470	28,694	18,000	20,000	14.3

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1988	FY 1988	FY 1987[r]	FY 1988	FY 1987[r]	FY 1988	FY 1988
Notre Dame	32	$30,977	$28,100	$28,400	$19,000	$20,000	16.2
Ohio State	105	30,931	28,620	29,400	19,080	20,040	13.4
Oklahoma	27	26,019	24,150	24,937	17,000	18,000	11.0
Oklahoma State (*)	39	24,426	20,046	21,270	16,800	17,040	10.2
Oregon	54	30,189	26,788	28,875	18,500	19,000	14.7
Pennsylvania	74	31,740	26,725	29,450	17,925	20,000	15.1
Pennsylvania State	104	33,528	29,388	31,164	20,004	22,008	14.9
Pittsburgh (*)	55	30,571	25,537	28,964	17,000	17,000	14.3
Princeton (*)	106	33,406	30,200	31,800	19,200	20,500	13.2
Purdue	56	29,856	25,700	26,850	17,000	17,000	14.1
Queen's (* D)	31	28,115	24,255	26,357	17,461	18,204	14.6
Rice	39	27,557	23,400	26,150	19,000	20,000	8.9
Rochester (*)	49	27,600	23,950	27,191	15,200	16,500	15.5
Rutgers (*)	102	42,618	37,916	41,805	20,668	23,785	13.4
Saskatchewan (* D)	29	29,637	27,460	29,936	17,299	18,007	14.1
South Carolina	48	29,092	26,306	27,550	20,000	20,300	13.9
Southern California (*)	68	34,749	31,000	31,500	24,500	25,800	14.4
Southern Illinois (*)	48	31,777	29,700	30,156	19,200	19,500	17.4
Stanford (*)	138	40,594	36,677	37,903	24,800	25,800	18.0
SUNY - Albany	45	31,391	32,654	32,634	18,000	20,000	14.4
SUNY - Buffalo (*)	51	33,799	30,084	31,688	18,000	19,500	12.8

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1988	FY 1988	FY 1987[r]	FY 1988	FY 1987[r]	FY 1988	FY 1988
SUNY - Stony Brook (*)	44	$35,401	$32,614	$34,290	$21,000	$21,000	13.7
Syracuse (*)	50	28,213	26,145	26,828	17,000	18,000	14.0
Temple (*)	43	28,966	26,148	28,088	16,800	17,640	14.5
Tennessee (*)	50	29,522	25,536	27,343	17,500	19,000	13.2
Texas (*)	95	28,338	24,725	27,100	17,500	19,000	16.2
Texas A & M (*)	53	29,914	23,753	26,401	17,000	19,000	10.5
Toronto (* D)	131	32,234	32,367	32,792	17,498	18,233	17.1
Tulane (*)	33	26,943	24,550	25,050	18,000	19,000	15.1
Utah	41	27,606	24,450	25,350	18,000	18,000	12.1
Vanderbilt	61	27,681	23,450	25,200	17,000	19,000	11.0
Virginia	65	31,408	28,400	30,100	18,000	19,000	14.9
Virginia Tech	48	30,596	28,000	29,600	18,700	19,200	12.9
Washington	100	28,631	25,482	26,514	18,000	18,720	15.1
Washington State	44	29,469	27,398	28,768	18,000	18,000	13.8
Washington, St. Louis	39	28,362	24,749	25,933	18,336	19,152	11.1
Waterloo (D)	44	31,008	27,210	29,922	18,157	18,920	13.0
Wayne State	43	33,001	30,100	31,466	21,000	22,000	13.3
Western Ontario (D)	42	28,335	24,700	27,658	16,667	17,535	15.4
Wisconsin	98	32,773	28,869	30,697	20,100	22,203	14.7
Yale (*)	111	37,388	32,915	33,550	22,500	23,500	15.1
York (D)	42	34,756	32,680	35,243	17,658	18,718	17.3

[r]Figures revised from 1986 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 and 28 for statistics related to medical and law library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 24,000 and over
2- 21,000-23,999
3- 20,000-20,999
4- 19,000-19,999
5- 18,000-18,999
6- 17,000-17,999
7- 16,000-16,999
8- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$24,800
	2	Southern California	24,500
	3	Calif., Berkeley	24,012
	3	Calif., Davis	24,012
	3	Calif., Irvine	24,012
	3	Calif., Los Angeles	24,012
	3	Calif., Riverside	24,012
	3	Calif., San Diego	24,012
	3	Calif., Santa Barbara	24,012
2	10	New York	23,000
	11	Colorado State	22,500
	11	Yale	22,500
	13	Columbia	22,000
	14	Hawaii	21,864
	15	Howard	21,231
	16	Brown	21,000
	16	SUNY - Stony Brook	21,000
	16	Wayne State	21,000
3	19	Rutgers	20,668
	20	Wisconsin	20,100
	21	Pennsylvania State	20,004
	22	Massachusetts	20,000
	22	Miami	20,000
	22	South Carolina	20,000
4	25	Minnesota	19,896
	26	Kent State	19,556
	27	Michigan	19,500
	28	Princeton	19,200
	28	Southern Illinois	19,200
	30	Laval	19,113
	31	Ohio State	19,080
	32	Brigham Young	19,000
	32	Colorado	19,000
	32	Illinois	19,000
	32	Louisiana State	19,000
	32	MIT	19,000
	32	Michigan State	19,000
	32	New Mexico	19,000
	32	North Carolina State	19,000
	32	Notre Dame	19,000
	32	Rice	19,000
	32	Tennessee	19,000
5	43	Alberta	18,962
	44	Arizona State	18,800
	44	Duke	18,800
	44	Harvard	18,800
	47	Virginia Tech	18,700
	48	Maryland	18,515
	49	Boston	18,500
	49	Dartmouth	18,500
	49	Georgetown	18,500
	49	Iowa	18,500
	49	Oregon	18,500
	54	Johns Hopkins	$18,491
	55	Connecticut	18,452
	56	Washington, St. Louis	18,336
	57	Florida	18,300
	58	Delaware	18,200
	59	Waterloo	18,157
	60	Cincinnati	18,000
	60	Cornell	18,000
	60	Iowa State	18,000
	60	Kansas	18,000
	60	Northwestern	18,000
	60	SUNY - Albany	18,000
	60	SUNY - Buffalo	18,000
	60	Tulane	18,000
	60	Utah	18,000
	60	Virginia	18,000
	60	Washington	18,000
	60	Washington State	18,000
6	72	Pennsylvania	17,925
	73	Arizona	17,800
	74	Indiana	17,630
	75	Case Western Reserve	17,500
	75	Chicago	17,500
	75	Emory	17,500
	75	Georgia Tech	17,500
	75	North Carolina	17,500
	75	Texas	17,500
	81	Toronto	17,498
	82	Queen's	17,461
	83	Saskatchewan	17,299
	84	Guelph	17,204
	85	Georgia	17,200
	86	British Columbia	17,010
	87	Houston	17,000
	87	Missouri	17,000
	87	Nebraska	17,000
	87	Oklahoma	17,000
	87	Pittsburgh	17,000
	87	Purdue	17,000
	87	Syracuse	17,000
	87	Texas A & M	17,000
	87	Vanderbilt	17,000
7	96	Oklahoma State	16,800
	96	Temple	16,800
	98	Western Ontario	16,667
	99	McGill	16,645
	100	Alabama	16,500
	100	Florida State	16,500
	100	Kentucky	16,500
	103	Manitoba	16,216
8	104	McMaster	15,889
	105	Rochester	15,200
	106	York	14,499

All Canadian salaries and some U.S. salaries revised from 1986 Survey figures.
See Tables 22 through 33 for statistics related to medical and law library salaries.
Canadian salaries expressed in U.S. dollars.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 25,000 and over
2- 22,000-24,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
8- 17,000-17,999
8- below 17,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Southern California	$25,800
	1	Stanford	25,800
	3	Calif., Berkeley	25,380
	3	Calif., Davis	25,380
	3	Calif., Irvine	25,380
	3	Calif., Los Angeles	25,380
	3	Calif., Riverside	25,380
	3	Calif., San Diego	25,380
	3	Calif., Santa Barbara	25,380
	10	New York	25,000
2	11	Rutgers	23,785
	12	Yale	23,500
	13	Hawaii	23,016
	14	Columbia	23,000
	15	Colorado State	22,500
	16	Wisconsin	22,203
	17	Pennsylvania State	22,008
	18	Wayne State	22,000
3	19	Massachusetts	21,600
	20	Brown	21,500
	20	Dartmouth	21,500
	20	SUNY - Stony Brook	21,500
	23	Howard	21,231
	24	Colorado	21,000
	24	Michigan	21,000
4	26	Connecticut	20,500
	26	Princeton	20,500
	28	Georgetown	20,300
	28	South Carolina	20,300
	30	Ohio State	20,040
	31	Arizona	20,000
	31	Delaware	20,000
	31	Duke	20,000
	31	Florida	20,000
	31	Illinois	20,000
	31	MIT	20,000
	31	Miami	20,000
	31	Michigan State	20,000
	31	Northwestern	20,000
	31	Notre Dame	20,000
	31	Pennsylvania	20,000
	31	Rice	20,000
	31	SUNY - Albany	20,000
5	44	Boston	19,975
	45	Minnesota	19,896
	46	Laval	19,874
	47	Harvard	19,700
	48	Johns Hopkins	19,616
	49	Kent State	19,556
	50	Arizona State	19,500
	50	Brigham Young	19,500
	50	North Carolina State	19,500
	50	Southern Illinois	19,500
	50	SUNY - Buffalo	19,500
	55	New Mexico	$19,420
	56	Iowa	19,290
	57	Virginia Tech	19,200
	58	Washington, St. Louis	19,152
	59	Indiana	19,040
	60	Louisiana State	19,000
	60	Oregon	19,000
	60	Tennessee	19,000
	60	Texas	19,000
	60	Texas A & M	19,000
	60	Tulane	19,000
	60	Vanderbilt	19,000
	60	Virginia	19,000
6	68	Maryland	18,987
	69	Alberta	18,962
	70	Waterloo	18,920
	71	Cornell	18,750
	72	Washington	18,720
	73	York	18,718
	74	Iowa State	18,700
	75	Chicago	18,500
	75	Kansas	18,500
	77	Cincinnati	18,352
	78	Toronto	18,233
	79	Queen's	18,204
	80	Guelph	18,012
	81	Saskatchewan	18,007
	82	Alabama	18,000
	82	Case Western Reserve	18,000
	82	Emory	18,000
	82	Georgia	18,000
	82	Georgia Tech	18,000
	82	Nebraska	18,000
	82	North Carolina	18,000
	82	Oklahoma	18,000
	82	Syracuse	18,000
	82	Utah	18,000
	82	Washington State	18,000
7	93	McGill	17,651
	94	Temple	17,640
	95	Western Ontario	17,535
	96	Florida State	17,500
	96	Missouri	17,500
	96	Oklahoma State	17,500
	99	British Columbia	17,010
	100	Houston	17,000
	100	Kentucky	17,000
	100	Pittsburgh	17,000
	100	Purdue	17,000
8	104	McMaster	16,718
	105	Rochester	16,500
	106	Manitoba	16,216

Canadian salaries expressed in U.S. dollars.
See Tables 23 and 29 for statistics related to medical and library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1987

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 36,000 and over
2- 32,000-35,999
3- 30,000-31,999
4- 29,000-29,999
5- 28,000-28,999
6- 27,000-27,999
7- 26,000-26,999
8- 25,000-25,999
9- 24,000-24,999
10- below 24,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	$40,264
	1	Calif., Davis	40,264
	1	Calif., Los Angeles	40,264
	1	Calif., Santa Barbara	40,264
	5	Calif., Irvine	39,456
	6	Rutgers	37,916
	7	Calif., Riverside	37,572
	7	Calif., San Diego	37,572
	9	Stanford	36,677
	10	Massachusetts	36,162
2	11	Hawaii	34,992
	12	Columbia	33,730
	13	Yale	32,915
	14	Laval	32,910
	15	SUNY - Albany	32,654
	16	SUNY Stony Brook	32,614
	17	Toronto	32,367
	18	Kent State	32,308
3	19	Connecticut	31,981
	20	Southern California	31,000
	21	Guelph	30,875
	22	Cincinnati	30,389
	23	Princeton	30,200
	24	Wayne State	30,100
	25	SUNY - Buffalo	30,084
4	26	Colorado	29,793
	27	Minnesota	29,753
	28	Southern Illinois	29,700
	29	Duke	29,650
	30	Iowa	29,500
	31	New York	29,477
	32	Pennsylvania State	29,388
	33	Michigan	29,072
	34	Manitoba	29,051
5	35	Wisconsin	28,869
	36	Ohio State	28,620
	37	Cornell	28,400
	38	Virginia	28,400
	39	New Mexico	28,370
	40	Michigan State	28,100
	41	Notre Dame	28,100
	42	McMaster	28,072
	43	Maryland	28,068
	44	Virginia Tech	28,000
6	45	Arizona State	27,875
	46	Johns Hopkins	27,839
	47	Harvard	27,600
	47	MIT	27,600
	47	Miami	27,600
	50	Colorado State	27,550
	51	Alberta	27,515
	52	Brown	27,500
	53	Saskatchewan	27,460
	54	Washington State	$27,398
	55	Waterloo	27,210
	56	McGill	27,067
	57	Dartmouth	27,000
7	58	Indiana	26,995
	59	Houston	26,844
	60	Arizona	26,799
	61	Oregon	26,788
	62	Pennsylvania	26,725
	63	Iowa State	26,675
	64	Howaard	26,654
	65	Northwestern	26,470
	66	Brigham Young	26,400
	67	Georgetown	26,306
	67	South Carolina	26,306
	69	Emory	26,250
	70	Temple	26,148
	71	Syracuse	26,145
	72	Chicago	26,135
	73	British Columbia	26,039
8	74	Illinois	25,970
	75	Florida	25,882
	76	Purdue	25,700
	77	Pittsburgh	25,537
	78	Tennessee	25,536
	79	Missouri	25,508
	80	Washington	25,482
	81	Louisiana State	25,455
	82	Case Western Reserve	25,402
	83	Florida State	25,243
	84	North Carolina	25,200
	85	North Carolina State	25,100
	86	Boston	25,073
9	87	Washington, St. Louis	24,749
	88	Western Ontario	24,740
	89	Texas	24,725
	90	Tulane	24,550
	91	Utah	24,450
	92	Queen's	24,255
	93	Oklahoma	24,150
	94	Kansas	24,108
	95	Georgia	24,069
	96	York	24,026
10	97	Rochester	23,950
	98	Delaware	23,800
	99	Texas A & M	23,753
	100	Nebraska	23,718
	101	Kentucky	23,696
	102	Vanderbilt	23,450
	103	Rice	23,400
	104	Alabama	23,350
	105	Georgia Tech	23,250
	106	Oklahoma State	20,046

All Canadian salaries and some U.S. salaries revised from 1986 Survey.
Canadian salaries expressed in U.S. dollars.
See Tables 22 through 33 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 36,000 and over
2- 32,000-35,999
3- 30,000-31,999
4- 29,000-29,999
5- 28,000-28,999
6- 27,000-27,999
7- 26,000-26,999
8- 25,000-25,999
9- 24,000-24,999
10- below 24,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Davis	$42,264
	1	Calif., Los Angeles	42,264
	1	Calif., Santo Barbara	42,264
	4	Rutgers	41,805
	5	Calif., Berkeley	40,512
	6	Calif., San Diego	40,494
	7	Calif., Irvine	39,456
	8	Stanford	37,903
	9	Massachusetts	37,535
	10	Hawaii	36,840
	11	Calif., Riverside	36,828
2	12	York	35,243
	13	Laval	34,762
	14	Columbia	34,715
	15	SUNY - Stony Brook	34,290
	16	Guelph	34,241
	17	Connecticut	33,570
	18	Yale	33,550
	19	Cincinnati	33,347
	20	Dartmouth	33,000
	21	Toronto	32,792
	22	SUNY - Albany	32,634
3	23	Michigan	31,810
	24	Princeton	31,800
	25	SUNY - Buffalo	31,688
	26	New York	31,650
	27	Southern California	31,500
	28	Wayne State	31,466
	29	Duke	31,300
	30	Iowa	31,258
	31	Pennsylvania State	31,164
	32	Wisconsin	30,697
	33	McMaster	30,625
	34	Colorado	30,611
	35	Minnesota	30,598
	36	Manitoba	30,360
	37	Southern Illinois	30,156
	38	Virginia	30,100
	39	Kent State	30,075
	40	Cornell	30,013
	41	Colorado State	30,000
4	42	Alberta	29,970
	43	Saskatchewan	29,963
	44	Waterloo	29,922
	45	Arizona	29,608
	46	Virginia Tech	29,600
	47	Pennsylvania	29,450
	48	Ohio State	29,400
	49	Harvard	29,394
	50	Howard	29,386
	51	New Mexico	29,270
	52	Maryland	29,256
	53	Iowa State	29,207
	54	McGill	29,184
5	55	Arizona State	$29,106
	56	Johns Hopkins	29,050
	57	Pittsburgh	28,964
	58	Oregon	28,875
	59	Brown	28,858
	60	British Columbia	28,843
	61	Washington State	28,768
	62	MIT	28,700
	63	Northwestern	28,694
	64	Chicago	28,420
	65	Notre Dame	28,400
	66	Indiana	28,393
	67	Temple	28,088
	68	Miami	28,000
	68	North Carolina	28,000
6	70	Michigan State	27,813
	71	North Carolina State	27,804
	72	Western Ontario	27,658
	73	Houston	27,642
	74	South Carolina	27,550
	75	Emory	27,400
	76	Tennessee	27,343
	77	Case Western Reserve	27,260
	78	Rochester	27,191
	79	Texas	27,100
	80	Boston	27,000
7	81	Florida	26,965
	82	Purdue	26,850
	83	Syracuse	26,828
	84	Louisiana State	26,678
	85	Georgetown	26,545
	86	Washington	26,514
	87	Brigham Young	26,500
	88	Illinois	26,475
	89	Missouri	26,407
	90	Texas A & M	26,401
	91	Queen's	26,357
	92	Florida State	26,170
	93	Rice	26,150
8	94	Washington, St Louis	25,933
	95	Nebraska	25,650
	96	Kansas	25,440
	97	Utah	25,350
	98	Vanderbilt	25,200
	99	Alabama	25,100
	100	Tulane	25,050
	101	Georgia	25,004
	102	Delaware	25,000
9	103	Oklahoma	24,937
	104	Kentucky	24,602
	105	Georgia Tech	24,200
10	106	Oklahoma State	21,270

Canadian salaries expressed in U.S. dollars.
See Tables 24 and 30 for statistics related to medical and law library salaries.

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1984-88

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES					
	FY 1984	1985	1986	1987[r]	1988	FY 1984	1985	1986	1987[r]	1988
Alabama	104	109	105	104	99	70	95	76	100	82
Alberta	11	20	25	51	42	4	20	44	42	69
Arizona	71	79	95	60	45	30	29	58	73	31
Arizona State	51	54	28	45	55	36	60	30	44	50
Boston	76	93	95	86	80	39	32	61	49	44
Brigham Young	50	53	48	66	87	39	60	30	32	50
British Columbia	13	27	54	73	60	14	28	74	86	99
Brown	75	73	83	52	59	18	16	15	16	20
Calif., Berkeley	7	1	1	1	5	13	2	2	3	3
Calif., Davis	1	1	7	1	1	7	2	2	3	3
Calif., Irvine	8	5	8	5	7	7	2	2	3	3
Calif., Los Angeles	4	4	1	1	1	12	2	2	3	3
Calif., Riverside	19	8	5	7	11	7	2	2	3	3
Calif., San Diego	1	8	5	7	6	7	2	2	3	3
Calif., Santa Barbara	3	1	1	1	1	7	2	2	3	3
Case Western Reserve	85	62	81	82	77	54	86	90	75	82
Chicago	79	67	67	72	64	85	94	94	75	75
Cincinnati	37	23	21	22	19	92	47	48	60	77
Colorado	29	24	23	26	34	59	21	21	32	24
Colorado State	32	35	30	50	41	5	17	9	11	15
Columbia	20	11	12	12	14	15	13	18	13	14
Connecticut	31	34	22	19	17	70	19	27	55	26
Cornell	43	36	30	37	40	56	56	61	60	71
Dartmouth	66	70	78	57	20	59	47	48	49	20
Delaware	88	86	77	98	102	96	56	48	58	31
Duke	38	25	36	29	29	30	32	45	44	31
Emory	90	88	56	69	75	70	65	61	75	82
Florida	101	103	99	75	81	104	99	30	57	31
Florida State	70	68	99	83	92	105	102	104	100	96
Georgetown	62	58	80	76	85	70	90	61	49	28
Georgia	64	97	91	95	101	83	93	76	85	82
Georgia Tech	105	105	104	105	105	93	47	76	75	82
Guelph	9	16	14	21	16	22	42	89	84	80
Harvard	34	42	60	47	49	28	27	29	44	47
Hawaii	21	19	27	11	10	37	46	12	14	13
Houston	42	52	59	59	73	59	65	76	87	100
Howard	15	28	44	64	50	2	9	14	15	23
Illinois	57	61	82	74	88	86	65	48	32	31
Indiana	84	78	84	58	66	86	97	102	74	59

[r] 1987 rankings revised from 1986 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES					
	FY 1984	1985	1986	1987[r]	1988	FY 1984	1985	1986	1987[r]	1988
Iowa	67	41	65	30	30	53	32	48	49	56
Iowa State	65	63	90	63	53	59	47	48	60	74
Johns Hopkins	61	64	57	46	56	59	59	60	54	48
Kansas	89	89	93	94	96	70	65	76	60	75
Kent State	12	10	11	18	39	15	21	17	26	49
Kentucky	82	100	102	101	104	70	90	94	100	100
Laval	**	**	35	14	13	**	**	92	30	46
Louisiana State	60	48	71	81	84	86	47	76	32	60
McGill	18	32	38	56	54	21	62	100	99	93
McMaster	48	49	39	42	33	69	98	103	104	104
Manitoba	14	14	41	34	36	58	88	101	103	106
Maryland	74	60	45	43	52	84	55	55	48	68
Massachusetts	17	12	10	10	9	26	18	18	22	19
MIT	46	57	52	47	62	23	21	28	32	31
Miami	41	59	49	47	68	96	104	94	22	31
Michigan	55	46	40	33	23	39	32	25	27	24
Michigan State	44	75	72	40	70	30	32	30	32	31
Minnesota	25	22	17	27	35	3	11	20	25	45
Missouri	94	90	89	79	89	103	100	94	87	96
Nebraska	102	84	92	100	95	30	32	61	87	82
New Mexico	68	50	42	39	51	39	32	30	32	55
New York	27	43	51	31	26	19	13	9	10	10
North Carolina	97	85	69	84	68	70	65	76	75	82
North Carolina State	87	77	70	85	71	86	65	30	32	50
Northwestern	62	71	47	65	63	39	65	30	60	31
Notre Dame	78	69	32	40	65	86	90	61	32	31
Ohio State	30	31	29	36	48	35	31	30	31	30
Oklahoma	44	96	88	93	103	56	65	61	87	82
Oklahoma State	103	104	106	106	106	94	89	73	96	98
Oregon	49	65	62	61	58	39	21	30	49	60
Pennsylvania	40	39	43	62	47	39	43	57	72	31
Pennsylvania State	36	47	32	32	31	38	43	24	21	17
Pittsburgh	80	51	64	77	57	70	65	75	87	100
Princeton	32	33	34	23	24	30	32	25	28	26
Purdue	53	45	58	76	82	59	65	76	87	100
Queen's	52	81	101	92	91	95	103	76	82	79
Rice	99	92	95	103	93	39	32	30	32	31
Rochester	59	37	75	97	78	102	105	105	105	105
Rutgers	6	6	4	6	4	6	12	13	19	11

[r] 1987 rankings revised from 1986 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES					
	FY 1984	1985	1986	1987[r]	1988	FY 1984	1985	1986	1987[r]	1988
Saskatchewan	58	40	48	53	43	20	53	88	83	81
South Carolina	95	95	74	67	74	96	65	23	22	28
Southern California	28	26	19	20	27	39	65	16	2	1
Southern Illinois	56	55	37	28	37	59	56	43	28	50
Stanford	5	7	9	9	8	1	1	1	1	1
SUNY - Albany	69	38	20	15	22	39	47	48	60	31
SUNY - Buffalo	35	21	18	25	25	70	65	61	60	50
SUNY - Stony Brook	24	17	15	16	15	39	32	30	16	20
Syracuse	73	74	73	71	83	70	65	94	87	82
Temple	81	83	63	70	67	101	65	94	96	94
Tennessee	98	82	79	78	76	96	65	76	32	60
Texas	72	66	68	89	79	39	54	61	75	60
Texas A & M	77	101	76	99	90	59	65	76	87	60
Toronto	16	29	24	17	21	29	64	93	81	78
Tulane	96	94	98	90	100	39	63	61	60	60
Utah	92	98	86	91	97	96	65	30	60	82
Vanderbilt	91	87	94	102	98	70	65	76	87	60
Virginia	83	76	52	37	38	70	65	61	60	60
Virginia Polytechnic	86	72	65	44	46	68	65	47	47	57
Washington	54	56	85	80	86	26	25	46	60	72
Washington State	39	30	50	54	61	23	26	30	60	82
Washington, St. Louis	100	102	103	87	94	55	45	56	56	58
Waterloo	23	44	46	55	44	52	87	72	59	70
Wayne State	26	13	16	24	28	70	13	21	16	18
Western Ontario	47	80	87	88	72	67	96	91	98	95
Wisconsin	93	91	55	35	32	23	29	58	20	16
Yale	22	18	26	13	18	15	10	11	11	12
York	10	15	13	96	12	91	101	106	106	73

[r] 1987 rankings revised from 1986 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES (INCLUDES LAW AND MEDICINE)

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); all of which have been converted using July 1978 as the base.

Fiscal Year -	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS* Index	Actual CPI	Adjusted CPI
1988	106	7,962	30,534	19,460	190.8	176.9	340.8	188.6
1987	105	7,718	28,941	18,250	180.9	165.9	328.0	179.6
1986	105	7,543	27,485	17,500	171.8	159.1	322.8	176.8
1985	104	7,161	26,100	16,500	163.1	150.0	311.7	170.7
1984	103	7,039	24,940	15,778	155.9	143.5	299.3	163.9
1983	100	6,898	23,500	15,000	146.9	136.4	292.2	160.0
1982	100	6,894	21,727	14,200	135.8	129.1	274.4	150.3
1981	98	6,581	20,987	13,000	131.2	118.2	247.8	135.7
1980	97	6,731	18,910	12,000	118.2	109.1	218.9	119.9
1979	94	6,756	17,896	11,450	111.9	104.1	196.7	107.7
1978	94	6,689	16,000	11,000	100.0	100.0	182.6	100.0

* - Beginning Professional salary
Note: Canadian salaries converted to U.S. dollars.

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1988[1]

	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $100,000 or more	10									10								
02. 95,000-99,999	2									2								
03. 90,000-94,999	4									4								
04. 85,000-89,999	8									8								
05. 80,000-84,999	13	2								13	1							
06. 75,000-79,999	13	3			1		1	3		13	2							
07. 70,000-74,999	13	5	3		2			1		13	3	1						
08. 65,000-69,999	18	12	3		2	3		4		17	8	1						
09. 60,000-64,999	11	15	10		6	1	2	2	1	11	10	4		1				
10. 55,000-59,999	9	20	23		10	4	2	13	2	9	13	10		2	1		1	
11. 50,000-54,999	1	33	32		9	10	3	23	6	1	21	13		2	1	1	2	
12.																		
13. 48,000-49,999	1	16	22		24	23	12	51	35	1	10	9		4	3	2	4	1
14. 46,000-47,999		15	25		11	16	10	31	7		10	10		2	2	2	2	
15. 44,000-45,999		14	33		24	18	7	64	20		9	14		4	2	1	5	1
16. 42,000-43,999		7	29		33	29	10	68	88		5	12		6	4	2	5	3
17. 40,000-41,999		3	22		21	16	19	63	27		2	9		4	2	4	5	1
18. 38,000-39,999		3	18		38	36	30	100	63		2	8		7	5	6	7	2
19. 36,000-37,999		3	7		44	49	25	125	105		2	3		8	7	5	9	3
20. 34,000-35,999		3	6		66	84	49	167	172		2	3		12	11	10	12	6
21. 32,000-33,999			2		54	47	41	147	209			1		10	6	8	11	7
22. 30,000-31,999			2		57	66	53	178	256			1		10	9	10	13	8
23.																		
24. 29,000-29,999			1		30	47	26	64	163					5	6	5	5	5
25. 28,000-28,999					28	40	19	56	171					5	5	4	4	6
26. 27,000-27,999					25	34	31	47	208					4	5	6	3	7
27. 26,000-26,999					21	42	36	44	203					4	6	7	3	7
28. 25,000-25,999					23	37	25	49	219					4	5	5	4	7
29. 24,000-24,999					10	33	28	33	191					2	4	6	2	6
30. 23,000-23,999					9	17	20	18	189					2	2	4	1	6
31. 22,000-22,999			1		10	23	18	15	158					2	3	4	1	5
32. 21,000-21,999					6	19	11	12	181					1	3	2	1	6
33. 20,000-20,999					2	15	18	12	164						2	4	1	5
34. 19,000-19,999					1	13	4	5	119						2	1		4
35. 18,000-18,999						8	3	1	56						1	1		2
36. 17,000-17,999					1	7	2		26						1			1
37. 16,000-16,999						1	2		10									
38. 15,000-15,999							1											
39. 14,000-14,999																		
40. 13,999 or less									1									
41. TOTAL	103	154	239		568	738	508	1396	3050	100	100	100		100	100	100	100	100

[1] Does not include statistics for law and medical libraries.

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1988[1]

	MEN ONLY									WOMEN ONLY								
SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $100,000 or more																		
02. 95,000-99,999																		
03. 90,000-94,999																		
04. 85,000-89,999																		
05. 80,000-84,999		1									1							
06. 75,000-79,999		1					1	3			2			1				
07. 70,000-74,999		2	2		2			1			3	1						
08. 65,000-69,999		3	1			3		4			9	2		2				
09. 60,000-64,999		10	6		5	1	2	2	1		5	4		1				
10. 55,000-59,999		10	10		7	3	2	8	2		10	13		3	1		5	
11. 50,000-54,999		15	18		5	5	1	15	5		18	14		4	5	2	8	1
12.																		
13. 48,000-49,999		10	9		15	18	6	27	10		6	13		9	5	6	24	25
14. 46,000-47,999		3	12		6	10	5	16	4		12	13		5	6	5	15	3
15. 44,000-45,999		4	14		8	7	2	32	8		10	19		16	11	5	32	12
16. 42,000-43,999		2	12		16	17	6	36	29		5	17		17	12	4	32	59
17. 40,000-41,999			10		5	9	10	23	10		3	12		16	7	9	40	17
18. 38,000-39,999		2	9		19	20	15	41	21		1	9		19	16	15	59	42
19. 36,000-37,999		1	3		16	21	10	49	39		2	4		28	28	15	76	66
20. 34,000-35,999		2	5		20	41	21	62	56		1	1		46	43	28	105	116
21. 32,000-33,999					18	25	14	49	67			2		36	22	27	98	142
22. 30,000-31,999			1		18	30	31	63	75			1		39	36	22	115	181
23.																		
24. 29,000-29,999					11	22	9	19	52			1		19	25	17	45	111
25. 28,000-28,999					5	22	10	26	49					23	18	9	30	122
26. 27,000-27,999					7	16	14	21	52					18	18	17	26	156
27. 26,000-26,999					7	21	17	14	63					14	21	19	30	140
28. 25,000-25,999					6	14	11	11	64					17	23	14	38	155
29. 24,000-24,999					2	12	8	11	54					8	21	20	22	137
30. 23,000-23,999					2	9	4	7	43					7	8	16	11	146
31. 22,000-22,999						6	6	2	45			1		10	17	12	13	113
32. 21,000-21,999						4	3	5	42					6	15	8	7	139
33. 20,000-20,999						2	6	5	41					2	13	12	7	123
34. 19,000-19,999						4	1		29					1	9	3	5	90
35. 18,000-18,999						3	2		10						5	1	1	46
36. 17,000-17,999						3	1		9					1	4	1		17
37. 16,000-16,999									3						1	2		7
38. 15,000-15,999																1		
39. 14,000-14,999																		
40. 13,999 or less									1									
41. TOTAL		66	112		200	348	218	552	884		88	127		368	390	290	844	2166

[1] Does not include statistics for law and medical libraries.

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1988

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	103	75	28	$76,328	$76,129	$76,862
2. Associate Director	154	66	88	53,561	54,011	53,224
3. Assistant Director	239	112	127	46,973	47,388	46,608
4. Branch Head	568	200	368	35,476	38,255	33,966
5. Subject Specialist	738	348	390	32,283	33,829	30,904
6. Functional Specialist	508	218	290	31,396	32,567	30,515
7. Dept. Head: Reference	122	45	77	35,728	35,566	35,823
8. Cataloging	117	32	85	37,288	39,596	36,419
9. Acquisition	112	36	76	35,431	37,014	34,680
10. Serials	64	18	46	35,451	35,199	35,550
11. Doc./Maps	109	48	61	33,005	32,380	33,497
12. Circulation	93	41	52	30,861	31,060	30,704
13. Spec. Coll'n.	106	68	38	38,507	41,434	33,270
14. Computer	52	34	18	43,163	43,329	42,849
15. Other	621	230	391	34,320	36,269	33,173
16. Reference: Over 15 yrs. exp.	461	141	320	32,283	32,836	32,040
17. 10 - 15 yrs. exp.	244	80	164	29,055	28,909	29,127
18. 5 - 10 yrs. exp.	254	76	178	25,646	26,163	25,425
19. Under 5 yrs. exp.	284	86	198	22,066	22,670	21,803
20. Catalog: Over 15 yrs. exp.	481	141	340	32,050	32,140	32,012
21. 10 - 15 yrs. exp.	187	51	136	28,407	29,425	28,025
22. 5 - 10 yrs. exp.	214	54	160	25,682	27,008	25,234
23. Under 5 yrs. exp.	245	62	183	22,012	22,378	21,888
24. Other: Over 15 yrs. exp.	239	67	172	33,203	35,666	32,244
25. 10 - 15 yrs. exp.	126	47	79	29,861	30,832	29,283
26. 5 - 10 yrs. exp.	153	35	118	26,275	27,717	25,848
27. Under 5 yrs. exp.	162	44	118	21,778	22,257	21,600
ALL POSITIONS	6,756	2,455	4,301	$32,851	$35,416	$31,388

See Tables 25 and 31 for statistics related to medical and law library salaries.

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1988

	POSITION	Number of Staff Total	Men	Women	Average Salaries Combined	Men	Women
1.	Director	2	1	1	$ *	$ *	$ *
2.	Associate Director	12	2	10	59,790	*	*
3.	Assistant Director	10	4	6	45,849	46,283	45,560
4.	Branch Head	44	15	29	36,042	40,972	33,492
5.	Subject Specialist	93	39	54	33,507	37,607	30,547
6.	Functional Specialist	33	13	20	30,828	33,961	28,973
7.	Dept. Head:Reference	6	1	5	32,223	*	*
8.	Cataloging	12	3	9	39,413	*	*
9.	Acquisition	4	0	4	34,906		34,906
10.	Serials	4	1	3	41,369	*	*
11.	Doc./Maps	4	2	2	32,625	*	*
12.	Circulation	5	3	2	27,670	*	*
13.	Spec. Coll'n.	3	1	2	*	*	*
14.	Computer	2	1	1	*	*	*
15.	Other	53	22	31	34,414	36,022	33,272
16.	Reference:Over 15 yrs. exp.	46	12	34	33,289	32,392	33,605
17.	10 - 15 yrs. exp.	37	9	28	29,675	29,057	29,874
18.	5 - 10 yrs. exp.	24	5	19	25,514	24,847	25,690
19.	Under 5 yrs. exp.	27	10	17	22,056	23,450	21,236
20.	Catalog: Over 15 yrs. exp.	91	25	66	31,234	32,059	30,922
21.	10 - 15 yrs. exp.	17	6	11	27,067	26,994	27,106
22	5 - 10 yrs. exp.	17	2	15	24,708	*	*
23	Under 5 yrs. exp.	28	10	18	22,531	23,322	22,091
24.	Other: Over 15 yrs. exp.	28	8	20	34,724	39,968	32,626
25.	10 - 15 yrs. exp.	9	1	8	29,991	*	*
26.	5 - 10 yrs. exp.	12	3	9	26,110	26,233	26,068
27.	Under 5 yrs. exp.	12	2	10	20,715	*	*
	ALL POSITIONS	635	201	434	$31,932	$34,011	$30,968

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1988

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	103	75	28	24.2	25.5	20.7
2. Associate Director	154	66	88	19.6	20.1	19.2
3. Assistant Director	239	112	127	18.5	18.5	18.6
4. Branch Head	568	200	368	16.7	17.7	16.1
5. Subject Specialist	738	348	390	15.1	15.7	14.6
6. Functional Specialist	508	218	290	11.7	13.1	10.6
7. Dept. Head:Reference	122	45	77	16.4	16.2	16.5
8. Cataloging	117	32	85	17.0	18.0	16.6
9. Acquisition	112	36	76	16.0	15.1	16.4
10. Serials	64	18	46	17.2	17.2	17.2
11. Doc./Maps	109	48	61	16.6	17.5	15.5
12. Circulation	93	41	52	10.2	10.1	10.2
13. Spec. Coll'n.	106	68	38	18.4	19.4	16.7
14. Computer	52	34	18	14.3	15.2	12.4
15. Other	621	230	391	15.0	15.9	14.4
16. Reference	1,243	383	860	12.1	12.4	12.0
17. Cataloging	1,127	308	819	13.3	13.9	13.1
18. Other	680	193	487	12.2	12.6	12.0
ALL POSITIONS	6,756	2,455	4,301	14.3 yrs	15.2 yrs	13.7 yrs

See Tables 26 and 32 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE EXPERIENCE OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1988[1]

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	2	1	1	28.0	21.0	35.0
2. Associate Director	12	2	10	23.0	18.0	24.0
3. Assistant Director	10	4	6	17.7	19.3	15.0
4. Branch Head	44	15	29	17.0	19.4	15.8
5. Subject Specialist	93	39	54	16.0	18.6	14.0
6. Functional Specialist	33	13	20	12.6	14.7	11.3
7. Dept. Head: Reference	6	1	5	14.8	13.0	15.2
8. Cataloging	12	3	9	21.1	23.0	20.4
9. Acquisition	4	0	4	19.3		19.3
10. Serials	4	1	3	18.5	18.0	18.7
11. Doc./Maps	4	2	2	16.8	6.0	27.5
12. Circulation	5	3	2	8.2	5.7	12.0
13. Spec. Coll'n.	3	1	2	15.0	9.0	18.0
14. Computer	2	1	1	19.4	4.0	15.0
15. Other	53	22	31	15.2	15.7	14.9
16. Reference	134	36	98	11.9	11.6	12.0
17. Catalog	153	43	110	15.4	14.2	15.9
18. Other	61	14	47	13.3	15.9	12.6
ALL POSITIONS	635	201	434	14.8 yrs	15.5 yrs	14.4 yrs

1 - Excludes all Canadian libraries.

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1988

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	822	250	572	12.2	$22,350	$22,952	$22,087
2. 4 - 7 yrs. exp.	875	272	603	13.0	26,315	27,389	25,831
3. 8 - 11 yrs. exp.	1,062	377	685	15.7	30,046	31,772	29,096
4. 12 - 15 yrs. exp.	1,132	428	704	16.8	33,846	34,884	33,215
5. 16 - 19 yrs. exp.	1,078	363	715	16.0	36,616	37,679	36,076
6. 20 - 23 yrs. exp.	818	335	483	12.1	38,722	40,597	37,421
7. 24 - 27 yrs. exp.	440	201	239	6.5	39,204	42,974	36,034
8. 28 - 31 yrs. exp.	259	112	147	3.8	39,904	45,345	35,758
9. 32 - 35 yrs. exp.	147	68	79	2.2	42,548	47,493	38,291
10. Over 35 yrs. exp.	123	49	74	1.8	43,404	53,626	36,636
ALL POSITIONS	6,756	2,455	4,301	100.0	$32,851	$35,416	$31,388

See Tables 27 and 33 for statistics related to medical and law library salaries.
Canadian salaries converted to U.S. dollars.

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1988[1]

YEARS OF EXPERIENCE	Number of Staff			% of Total	Average Salaries		
	Total	Men	Women		Combined	Men	Women
1. 0 - 3 yrs. exp.	77	22	55	12.1	$22,185	$23,214	$21,773
2. 4 - 7 yrs. exp.	74	23	51	11.7	25,966	27,739	25,166
3. 8 - 11 yrs. exp.	84	26	58	13.2	28,861	30,538	28,110
4. 12 - 15 yrs. exp.	85	21	64	13.4	32,907	32,871	32,919
5. 16 - 19 yrs. exp.	128	39	89	19.7	34,387	36,159	33,611
6. 20 - 23 yrs. exp.	90	31	59	14.2	37,104	38,753	36,237
7. 24 - 27 yrs. exp.	51	21	30	8.0	36,260	40,354	33,394
8. 28 - 31 yrs. exp.	33	15	18	5.2	38,169	39,541	37,026
9. 32 - 35 yrs. exp.	8	2	6	1.3	40,871	*	*
10. Over 35 yrs. exp.	5	1	4	0.8	49,747	*	*
ALL POSITIONS	635	201	434	100.0	$31,932	$34,011	$30,968

1 - Excludes all Canadian libraries.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1988

POSITION	ALL COMBINED (106)[1]		PUBLIC (63)		PRIVATE (30)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	103	$76,328	60	$74,838	30	$86,981
2. Associate Director	154	53,561	84	53,031	52	57,274
3. Assistant Director	239	46,973	140	46,948	81	48,085
4. Branch Head	568	35,476	329	34,918	173	37,439
5. Subject Specialist	738	32,283	404	32,750	268	31,728
6. Functional Specialist	508	31,396	261	32,206	200	30,171
7. Dept. Head: Reference	122	35,728	62	35,925	46	35,984
8. Cataloging	117	37,288	60	38,249	45	35,973
9. Acquisition	112	35,431	60	35,983	38	34,308
10. Serials	64	35,451	36	36,640	22	34,669
11. Doc./Maps	109	33,005	68	33,564	26	31,621
12. Circulation	93	30,861	48	31,998	35	28,717
13. Spec. Coll'n.	106	38,507	63	39,411	35	38,109
14. Computer	52	43,163	27	44,630	20	42,588
15. Other	621	34,320	328	34,880	245	33,956
16. Reference: Over 15 yrs. exp.	461	32,283	297	32,843	100	31,389
17. 10 - 15 yrs. exp.	244	29,055	143	29,419	67	28,728
18. 5 - 10 yrs. exp.	254	25,646	158	26,049	62	25,336
19. Under 5 yrs. exp.	284	22,066	199	22,075	63	22,375
20. Catalog: Over 15 yrs. exp.	481	32,050	235	32,812	176	31,198
21. 10 - 15 yrs. exp.	187	28,407	96	28,028	67	28,779
22. 5 - 10 yrs. exp.	214	25,682	101	25,557	95	25,998
23. Under 5 yrs. exp.	245	22,012	127	21,670	104	22,537
24. Other: Over 15 yrs. exp.	239	33,203	161	33,942	47	30,554
25. 10 - 15 yrs. exp.	126	29,861	79	30,614	32	28,450
26. 5 - 10 yrs. exp.	153	26,275	82	25,900	57	26,860
27. Under 5 yrs. exp.	162	21,778	99	21,560	49	22,490
ALL POSITIONS	6,756	$32,851	3,807	$33,080	2,235	$32,853

1 - Includes 13 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 21.

( ) Number of ARL libraries included

TABLE 20: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1988

POSITION	Staff Over 124 (5)		Staff 75-124 (21)		Staff 50-74 (35)		Staff 1-49 (45)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	5	$90,094	21	$87,592	34	$73,776	43	$68,494
2. Associate Director	10	64,207	47	56,445	53	54,007	44	47,524
3. Assistant Director	13	53,250	66	50,328	69	46,875	91	43,718
4. Branch Head	66	41,961	218	35,684	157	35,420	127	31,819
5. Subject Specialist	103	37,281	293	31,891	232	32,846	110	27,459
6. Functional Specialist	111	34,527	159	30,832	139	30,983	99	29,369
7. Dept. Head:Reference	10	40,043	28	36,729	38	36,203	46	33,789
8. Cataloging	16	40,985	23	39,626	35	36,619	43	35,205
9. Acquisition	9	44,580	19	37,406	36	35,078	48	33,197
10. Serials	6	41,196	14	37,534	18	33,807	26	34,142
11. Doc./Maps	8	39,131	27	31,261	33	34,642	41	31,640
12. Circulation	17	28,763	15	32,932	28	31,707	33	30,283
13. Spec. Coll'n.	10	38,840	25	41,683	30	41,994	41	33,939
14. Computer	6	56,866	12	48,521	16	38,921	18	38,794
15. Other	58	41,444	239	34,914	180	33,086	144	32,004
16. Reference:Over 15 yrs.exp.	45	37,826	113	30,987	156	33,498	147	30,294
17. 10 - 15 yrs.exp.	18	34,974	74	28,868	70	28,922	82	28,038
18. 5 - 10 yrs.exp.	20	30,745	67	25,650	79	25,482	88	24,630
19. Under 5 yrs.exp.	13	25,926	69	23,014	95	22,086	107	20,967
20. Catalog: Over 15 yrs.exp.	81	38,340	126	30,409	157	32,055	117	29,455
21. 10 - 15 yrs.exp.	27	32,717	57	27,836	54	28,057	49	27,083
22. 5 - 10 yrs.exp.	33	28,083	58	25,698	75	25,905	48	23,662
23. Under 5 yrs.exp.	30	23,745	71	23,005	81	21,188	63	21,127
24. Other:Over 15 yrs. exp.	54	38,612	63	31,129	71	32,722	51	30,710
25. 10 - 15 yrs. exp.	21	35,257	33	28,765	44	29,037	28	28,399
26. 5 - 10 yrs. exp.	13	32,086	40	25,316	65	26,334	35	25,104
27. Under 5 yrs. exp.	4	20,940	55	21,925	66	22,078	37	21,116
ALL POSITIONS	807	$37,304	2,032	$32,945	2,111	$32,661	1,806	$30,981

( ) Number of ARL libraries included.

TABLE 21: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1988

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (15)	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
1. Director	$ 87,720	$ 87,949	$ 81,254	$ 73,735	$ 6,109	$ 73,750	$ 69,125	$ 68,417	$ 80,674	$ 58,620
2. Associate Director	56,135	58,446	54,028	*	51,160	44,833	45,408	50,847	62,607	45,307
3. Assistant Director	55,998	49,456	46,975	48,179	44,566	41,132	42,323	43,192	51,727	42,172
4. Branch Head	41,114	36,536	35,134	31,489	33,937	29,077	29,046	34,307	39,697	33,115
5. Subject Specialist	34,255	34,961	29,585	30,408	29,494	23,369	24,247	30,101	39,863	31,678
6. Functional Specialist	31,487	32,003	28,502	32,120	29,353	24,915	28,418	28,205	36,546	32,104
7. Dept. Head:Reference	37,704	36,428	33,728	38,379	36,340	*	34,522	32,601	39,411	34,018
8. Cataloging	36,214	37,704	35,456	35,601	35,287	33,831	35,490	36,316	45,287	37,409
9 Acquisition	40,859	34,129	34,485	33,214	34,913	*	30,515	32,667	41,420	36,112
10. Serials	35,139	37,193	34,265	34,927	35,776	*	29,734	33,256	42,791	31,186
11. Doc./Maps	37,771	32,514	31,223	29,778	31,640	26,334	28,386	32,012	40,617	32,868
12. Circulation	25,637	30,657	31,606	30,135	31,334	*	29,981	28,929	39,040	32,911
13. Spec. Coll'n.	42,037	41,946	39,671	38,134	34,372	*	34,468	33,830	45,131	33,134
14. Computer	47,179	43,530	45,097	*	38,920	*	36,500	*	50,216	37,542
15. Other Depts.	36,022	36,398	32,759	32,610	31,336	31,285	31,083	29,835	40,993	32,346
16.Reference:Over 15 yrs.exp.	34,036	33,466	29,318	30,119	30,242	31,221	29,214	30,771	37,641	31,081
17. 10 - 15 yrs.exp.	31,666	30,275	26,922	27,622	27,022	26,215	24,685	27,084	33,951	28,170
18. 5 - 10 yrs.exp.	28,355	26,636	25,750	23,823	23,875	24,698	22,403	24,901	29,138	24,336
19. Under 5 yrs.exp.	22,261	24,046	22,005	21,886	20,727	20,646	19,979	20,777	25,504	21,095
20.Catalog: Over 15 yrs.exp.	32,899	31,592	29,725	29,667	27,930	26,917	26,655	29,037	39,401	31,631
21. 10 - 15 yrs.exp.	29,936	29,314	26,949	27,405	27,886	25,310	23,692	25,871	32,862	28,888
22. 5 - 10 yrs.exp.	26,960	26,133	24,553	23,312	24,434	22,619	22,080	24,191	30,387	24,716
23. Under 5 yrs.exp.	22,808	23,043	21,997	20,435	20,363	20,503	20,263	21,705	25,256	21,210
24.Other: Over 15 yrs.exp.	33,289	35,136	28,700	29,344	28,996	*	28,727	31,933	39,770	33,385
25. 10 - 15 yrs.exp.	30,205	30,164	29,277	27,661	26,257	*	25,557	29,201	35,802	28,905
26. 5 - 10 yrs.exp.	27,381	26,222	25,536	25,765	23,988	*	24,544	25,311	30,986	26,096
27. Under 5 yrs.exp.	23,399	22,723	21,169	20,008	21,814	*	19,176	21,013	24,675	20,831
ALL POSITIONS: AVER. SALARY	$33,921	$34,427	$31,882	$30,826	$30,638	$28,232	$28,659	$30,693	$38,562	$31,625
: NO. OF STAFF	687	1,003	1,044	398	951	199	372	377	1,011	714

( ) Number of ARL libraries included.
* - Salary information is not published when fewer than 4 individuals are involved.

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis.	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Fla. State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; N.C. State; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	U. of Calif.: Berkeley, Davis, Irvine, Los Angeles Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western; Ontario; York	Alta., Br. Col., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

( ) Number of ARL libraries included.

TABLE 22: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1988

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YEARS EXPERIENCE
Alabama	2	*	*	$16,500	11.0
Alberta (D)	6	$23,859	$21,815	18,962	5.5
Arizona	15	29,982	32,206	20,000	13.3
Boston	5	31,671	31,850	19,975	16.2
British Columbia (D)	17	28,071	27,689	17,010	16.6
Calif., Davis	8	35,015	31,896	25,380	10.0
Calif., Irvine	9	42,732	39,456	25,380	16.7
Calif., Los Angeles	22	38,755	36,828	25,380	12.9
Calif., San Diego	10	40,083	39,456	25,380	18.4
Case Western Reserve	22	26,337	26,000	17,580	13.0
Columbia	16	34,983	34,100	23,000	12.3
Connecticut	11	29,149	27,580	20,500	10.2
Dartmouth	5	28,881	29,000	21,500	12.8
Duke	16	30,684	27,300	U/A	15.9
Emory	15	26,430	26,500	18,000	14.4
Florida	11	28,871	28,490	20,000	13.8
Georgetown	15	30,657	29,200	22,000	8.1
Harvard	26	28,693	25,479	19,700	15.8
Howard	8	33,262	35,786	21,231	17.6
Iowa	8	27,952	24,701	19,290	13.3
Johns Hopkins	19	31,077	31,522	23,565	9.2
Kansas	10	24,153	22,680	19,000	6.1
Kentucky	9	25,510	24,814	17,000	15.0
McGill (D)	9	26,140	25,761	17,651	13.4
McMaster	8	26,937	24,567	16,718	10.9
Manitoba (D)	5	22,953	22,210	U/A	13.4
Miami	10	32,660	31,788	24,000	18.5
Michigan	7	32,157	31,240	21,000	15.1
Minnesota	12	30,977	28,784	19,896	15.8
Missouri	8	19,469	18,668	17,500	7.6
Nebraska	17	24,625	23,690	16,500	11.1
New Mexico	11	26,500	23,690	19,600	7.9
New York	10	36,774	34,955	25,000	16.5
North Carolina	23	30,127	30,850	18,800	9.6
Northwestern	9	26,559	23,313	22,360	8.4
Ohio State	12	25,822	24,000	20,040	7.3
Oklahoma	9	23,283	21,782	18,000	11.7
Pennsylvania	12	28,645	28,875	U/A	13.1
Pennsylvania State	6	25,747	23,532	U/A	9.3
Pittsburgh	16	26,096	25,220	18,000	14.8
Queen's (D)	5	26,527	26,054	18,203	12.4
Rochester	10	22,632	22,792	U/A	13.1
Saskatchewan (D)	2	*	*	18,006	5.5
South Carolina	5	26,800	25,119	20,500	9.8
Southern Illinois	6	25,270	24,778	20,000	15.2
Stanford	12	34,318	32,370	25,800	13.6
SUNY - Buffalo	11	32,731	30,019	19,500	12.4
Temple	10	26,637	26,000	21,168	14.1
Toronto (D)	8	30,718	33,723	18,233	16.9
Tulane	6	22,880	22,000	19,000	15.0
Utah	11	23,941	23,831	18,000	10.0
Vanderbilt	11	28,535	26,350	19,000	12.8
Virginia	12	29,145	26,950	19,000	9.9
Washington	15	29,271	28,020	18,720	15.4
Washington, St. Louis	15	27,376	26,374	19,000	14.5
Wayne State	4	31,881	29,756	21,000	16.8
Western Ontario (D)	7	25,535	26,540	17,549	16.1
Wisconsin	17	30,375	29,175	17,200	13.7
Yale	9	31,647	29,465	23,500	11.1

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

TABLE 23: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 25,000 and over
2- 24,000-24,999
3- 23,000-23,999
4- 22,000-22,999
5- 21,000-21,999
6- 20,000-20,999
7- 19,000-19,999
8- 18,000-18,999
9- 17,000-17,999
10- below 17,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$25,800
	2	Calif., Davis	25,380
	2	Calif., Irvine	25,380
	2	Calif., Los Angeles	25,380
	2	Calif., San Diego	25,380
	6	New York University	25,000
2	7	Miami	24,000
3	8	Johns Hopkins	23,565
	9	Yale	23,500
	10	Columbia	23,000
4	11	Northwestern	22,360
	12	Georgetown	22,000
5	13	Dartmouth	21,500
	14	Howard	21,231
	15	Temple	21,168
	16	Michigan	21,000
	16	Wayne State	21,000
6	18	Connecticut	20,500
	18	South Carolina	20,500
	20	Ohio State	20,040
	21	Arizona	20,000
	21	Florida	20,000
	21	Southern Illinois	20,000
7	24	Boston University	19,975
	25	Minnesota	19,896
	26	Harvard	19,700
	27	New Mexico	$19,600
	28	SUNY - Buffalo	19,500
	29	Iowa	19,290
	30	Kansas	19,000
	30	Tulane	19,000
	30	Vanderbilt	19,000
	30	Virginia	19,000
	30	Washington, St. Louis	19,000
8	35	Alberta	18,962
	36	North Carolina	18,800
	37	Washington	18,720
	38	Toronto	18,233
	39	Queen's	18,203
	40	Saskatchewan	18,006
	41	Emory	18,000
	41	Oklahoma	18,000
	41	Pittsburgh	18,000
	43	Utah	18,000
9	45	McGill	17,651
	46	Case Western Reserve	17,580
	47	Western Ontario	17,549
	48	Missouri	17,500
	49	Wisconsin	17,200
	50	British Columbia	17,010
	51	Kentucky	17,000
10	52	McMaster	16,718
	53	Alabama	16,500
	53	Nebraska	16,500

Canadian salaries expressed in U.S. dollars.
Note: Not all Medical Libraries reported Beginning Professional Salary.

TABLE 24: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 38,000 and over
2- 34,000-37,999
3- 31,000-33,999
4- 29,000-30,999
5- 27,000-28,999
6- 26,000-26,999
7- 25,000-25,999
8- 24,000-24,999
9- 22,000-23,999
10- below 22,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Irvine	$39,456
	2	Calif., Irvine	39,456
2	3	Calif., Los Angeles	36,828
	4	Howard	35,786
	5	New York University	34,955
	6	Columbia	34,100
3	7	Toronto	33,723
	8	Stanford	32,370
	9	Arizona	32,206
	10	Calif., Davis	31,896
	11	Boston University	31,850
	12	Miami	31,788
	13	Johns Hopkins	31,522
	14	Michigan	31,240
4	15	North Carolina	30,850
	16	SUNY - Buffalo	30,019
	17	Wayne State	29,756
	18	Yale	29,465
	19	Georgetown	29,200
	20	Wisconsin	29,175
	21	Dartmouth	29,000
5	22	Pennsylvania	28,875
	23	Minnesota	28,784
	24	Florida	28,490
	25	Washington	28,020
	26	British Columbia	27,689
	27	Connecticut	27,580
	28	Duke	27,300
6	29	Virginia	$26,950
	30	Western Ontario	26,000
	31	Emory	26,500
	32	Washington, St. Louis	26,374
	33	Vanderbilt	26,350
	34	Queen's	26,054
	35	Case Western Reserve	26,000
	35	Temple	26,000
7	37	McGill	25,761
	38	Harvard	25,479
	39	Pittsburgh	25,220
	40	South Carolina	25,119
8	41	Kentucky	24,814
	42	Southern Illinois	24,778
	43	Iowa	24,701
	44	McMaster	24,567
	45	Ohio State	24,000
9	46	Utah	23,831
	47	Nebraska	23,690
	47	New Mexico	23,690
	49	Pennsylvania State	23,532
	50	Northwestern	23,313
	51	Rochester	22,792
	52	Kansas	22,680
	53	Manitoba	22,210
	54	Tulane	22,000
10	55	Alberta	21,815
	56	Oklahoma	21,782
	57	Missouri	18,668

The university medical libraries of Alabama and Saskatchewan have too few staff to permit reporting/ranking.
Canadian salaries expressed in U.S. dollars.
Salaries of Directors are not included in the calculation of median salary statistics.

TABLE 25: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1988

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	61	26	35	$54,915	$55,868	$54,208
2. Associate Director	22	2	20	41,480	*	*
3. Assistant Director	25	5	20	34,000	41,064	32,233
4. Head, Medical Branch	21	3	18	33,226	*	*
5. Subject Specialist	16	2	14	28,911	*	*
6. Functional Specialist	40	14	26	27,869	30,371	26,522
7. Dept. Head:Reference	27	5	22	30,549	29,759	30,729
8. Cataloging	23	3	20	29,521	*	*
9. Acquisition	16	4	12	28,235	28,290	28,217
10. Serials	13	2	11	26,678	*	*
11. Circulation	9	3	6	29,735	*	*
12. Spec. Coll'n.	11	5	6	30,430	34,250	27,884
13. Computer	6	3	3	31,612	32,841	30,382
14. Other	65	14	51	34,421	35,237	34,192
15. Reference:Over 15 yrs. exp.	48	7	41	32,023	32,941	31,866
16. 10 - 15 yrs. exp.	30	4	26	28,349	29,887	28,113
17. 5 - 10 yrs. exp.	54	6	48	25,653	27,111	25,471
18. Under 5 yrs. exp.	57	4	53	22,574	21,318	22,669
19. Catalog: Over 15 yrs. exp.	12	5	7	33,202	34,118	32,548
20. 10 - 15 yrs. exp.	7	1	6	22,426	*	*
21. 5 - 10 yrs. exp.	6	1	5	24,926	*	*
22. Under 5 yrs. exp.	10	2	8	22,479	*	*
23. Other: Over 15 yrs. exp.	15	3	12	32,693	*	*
24. 10 - 15 yrs. exp.	17	5	12	28,326	29,735	27,739
25. 5 - 10 yrs. exp.	23	4	19	25,316	22,678	25,903
26. Under 5 yrs. exp.	12	2	10	19,954	*	*
ALL POSITIONS	646	135	511	$31,749	$36,131	$30,594

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 26: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1988

	POSITION	Number of Staff			Average Years of Experience		
		Total	Men	Women	Combined	Men	Women
1.	Director, Medical Library	61	26	35	21.9	22.9	21.1
2.	Associate Director	22	2	20	18.5	11.5	19.2
3.	Assistant Director	25	5	20	15.2	17.0	14.8
4.	Branch Head	21	3	18	14.7	20.3	13.7
5.	Subject Specialist	16	2	14	15.4	14.5	15.5
6.	Functional Specialist	40	14	26	7.9	9.7	6.8
7.	Dept. Head: Reference	27	5	22	11.5	10.4	11.8
8.	Cataloging	23	3	20	14.7	19.7	14.0
9.	Acquisitions	16	4	12	10.1	11.0	9.8
10.	Serials	13	2	11	11.5	9.0	11.9
11.	Circulation	9	3	6	14.0	11.7	15.2
12.	Spec. Coll'n	11	5	6	14.7	19.6	10.7
13.	Computer	6	3	3	5.7	6.0	5.3
14.	Other	65	14	51	15.4	18.5	14.6
15.	Reference	189	21	168	10.1	12.5	9.8
16.	Cataloging	35	9	26	11.5	13.9	10.7
17.	Other	67	14	53	10.6	10.5	11.0
	ALL POSITIONS	646	135	511	12.8 yrs	15.2 yrs	12.2 yrs

TABLE 27: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1988

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	88	9	79	13.6	$ 22,312	$ 22,768	$ 22,260
2. 4 - 7 yrs. exp.	111	18	93	17.2	25,917	26,923	25,722
3. 8 - 11 yrs. exp.	122	27	95	18.9	28,909	28,739	28,957
4. 12 - 15 yrs. exp.	115	26	89	17.8	32,775	36,344	31,732
5. 16 - 19 yrs. exp.	78	13	65	12.1	37,262	40,234	36,667
6. 20 - 23 yrs. exp.	57	16	41	8.8	37,455	42,150	35,623
7. 24 - 27 yrs. exp.	30	9	21	4.6	44,345	50,130	41,865
8. 28 - 31 yrs. exp.	22	9	13	3.4	44,360	47,488	42,194
9. 32 - 35 yrs. exp.	12	6	6	1.9	45,711	48,409	43,014
10. Over 35 yrs. exp.	11	2	9	1.7	47,462	*	*
ALL POSITIONS	646	135	511	100.0	$31,749	$36,131	$30,594

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries converted to U.S. dollars

TABLE 28: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1988

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YEARS EXPERIENCE
Alabama	6	$23,556	$23,084	$19,000	8.0
Alberta (D)	5	30,855	30,695	18,962	16.2
Arizona	7	29,783	29,957	19,500	11.0
Arizona State	7	34,438	35,778	U/A	13.6
Boston	11	31,625	28,800	20,000	11.5
Brigham Young	8	28,003	25,100	21,320	7.5
British Columbia (D)	3	*	*	17,010	20.7
Calif., Berkeley	14	39,937	36,828	25,380	12.3
Calif., Davis	5	50,386	49,656	25,380	16.8
Calif., Los Angeles	10	40,028	36,954	25,380	12.6
Case Western Reserve	13	26,466	25,300	17,500	6.0
Colorado	5	28,106	27,200	U/A	12.2
Columbia	16	35,033	32,465	23,000	9.4
Connecticut	7	33,472	31,572	20,500	10.1
Cornell	7	28,397	29,315	18,750	12.4
Duke	9	30,592	29,250	U/A	8.4
Emory	6	29,169	26,401	18,000	10.2
Florida	11	28,500	27,375	20,000	12.8
Florida State	7	30,010	29,225	16,500	9.6
Georgetown	17	37,076	33,650	21,000	11.4
Georgia	8	30,384	28,220	18,000	21.3
Harvard	33	37,474	35,700	19,700	12.8
Hawaii	3	*	*	23,016	17.3
Houston	6	25,363	24,750	17,750	9.8
Howard	5	28,213	26,685	21,231	12.4
Illinois	7	26,750	23,585	20,000	11.4
Indiana	8	27,153	22,995	U/A	6.4
Iowa	11	29,610	27,500	19,290	9.3
Kansas	5	24,891	25,570	18,500	11.4
Kentucky	4	*	*	17,000	10.0
Louisiana State	10	24,540	23,200	19,000	11.7
McGill (D)	5	27,585	27,545	17,651	15.0
Manitoba (D)	3	*	*	U/A	10.0
Miami	13	27,396	26,575	24,000	6.4
Michigan	14	31,681	29,102	22,000	14.0
Missouri	7	21,897	22,363	U/A	11.1
Nebraska	4	*	*	19,500	6.0
New Mexico	5	27,649	28,398	21,000	11.8
New York	16	37,637	35,000	27,000	8.1
North Carolina	8	26,556	22,519	17,500	11.9
Northwestern	10	32,674	32,550	28,360	12.5
Notre Dame	7	30,771	31,000	U/A	7.4
Ohio State	8	29,863	28,080	20,280	9.4
Oklahoma	7	20,883	19,820	15,000	5.3
Oregon	6	24,762	22,649	20,000	9.2
Pennsylvania	13	29,527	28,325	U/A	8.5
Pittsburgh	5	29,527	27,501	17,850	8.2
Queen's (D)	5	25,769	26,863	18,203	14.8
Saskatchewan (D)	2	*	*	18,006	13.5
South Carolina	7	27,030	26,639	20,000	13.4
Southern Illinois	6	35,087	38,343	24,000	12.5
Stanford	7	39,501	36,686	25,800	20.9
SUNY - Buffalo	9	30,555	31,620	19,500	9.8
Syracuse	4	27,250	27,600	U/A	8.0
Temple	8	24,585	22,509	17,640	11.1
Texas	19	24,309	24,150	19,380	12.5
Toronto (D)	5	29,528	28,834	18,233	13.4
Tulane	9	26,731	25,900	19,000	8.1
Utah	5	35,216	26,000	17,500	11.8
Vanderbilt	8	29,129	27,300	19,000	12.3
Virginia	13	30,892	28,300	19,000	9.0
Washington	11	26,836	26,004	23,004	13.5
Washington, St. Louis	6	26,441	25,280	19,152	13.7
Wayne State	5	32,539	31,707	21,000	14.4
Western Ontario (D)	3	*	*	17,549	18.7
Wisconsin	9	30,236	30,012	U/A	11.8
Yale	11	33,157	32,100	23,500	17.0
York (D)	6	28,445	24,997	18,718	12.5

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

TABLE 29: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 25,000 and over
2- 24,000-24,999
3- 23,000-23,999
4- 22,000-22,999
5- 21,000-21,999
6- 20,000-20,999
7- 19,000-19,999
8- 18,000-18,999
9- 17,000-18,999
10- below 17,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Northwestern	$28,360
	2	New York University	27,000
	3	Stanford	25,800
	4	Calif., Berkeley	25,380
	4	Calif. , Davis	25,380
	4	Calif., Los Angeles	25,380
2	7	Miami	24,000
	7	Southern Illinois	24,000
3	9	Yale	23,500
	10	Hawaii	23,016
	11	Washington	23,004
	12	Columbia	23,000
4	13	Michigan	22,000
5	14	Brigham Young	21,320
	15	Howard	21,231
	16	Georgetown	21,000
	16	New Mexico	21,000
	16	Wayne State	21,000
6	19	Connecticut	20,500
	20	Ohio State	20,280
	21	Boston University	20,000
	21	Florida	20,000
	21	Illinois	20,000
	21	Oregon	20,000
	21	South Carolina	20,000
7	26	Harvard	19,700
	27	Arizona	19,500
	27	Nebraska	$19,500
	27	SUNY - Buffalo	19,500
	30	Texas	19,380
	31	Iowa	19,290
	32	Washington, St. Louis	19,152
	33	Alabama	19,000
	33	Louisiana State	19,000
	33	Tulane	19,000
	33	Vanderbilt	19,000
	33	Virginia	19,000
8	38	Alberta	18,962
	39	Cornell	18,750
	40	York	18,718
	41	Kansas	18,500
	42	Toronto	18,233
	43	Queen's	18,203
	44	Saskatchewan	18,006
	45	Emory	18,000
	45	Georgia	18,000
9	47	Pittsburgh	17,850
	48	Houston	17,750
	49	McGill	17,651
	50	Temple	17,640
	51	Western Ontario	17,549
	52	Case Western Reserve	17,500
	52	North Carolina	17,500
	52	Utah	17,500
	55	British Columbia	17,010
	56	Kentucky	17,000
10	57	Florida State	16,500
	58	Oklahoma	15,000

Canadian salaries expressed in U.S. dollars.
Note: Not all Law Libraries reported a Beginning Professional Salary.

TABLE 30: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1988

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 40,000 and over
2- 35,000-39,999
3- 30,000-34,999
4- 28,000-29,999
5- 26,000-27,999
6- 24,000-25,999
7- 23,000-23,999
8- 22,000-22,999
9- below 22,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Davis	$ 49,656
2	2	Southern Illinois	38,343
	3	Calif., Los Angeles	36,954
	4	Calif., Berkeley	36,828
	5	Stanford	36,686
3	6	Arizona State	35,778
	7	Harvard	35,700
	8	New York	35,000
	9	Georgetown	33,650
	10	Northwestern	32,550
	11	Columbia	32,465
	12	Yale	32,100
	13	Wayne State	31,707
	14	SUNY - Buffalo	31,620
	15	Connecticut	31,572
	16	Notre Dame	31,000
	17	Alberta	30,695
	18	Wisconsin	30,012
4	19	Arizona	29,957
	20	Cornell	29,315
	21	Duke	29,250
	22	Florida State	29,225
	23	Michigan	29,102
	24	Toronto	28,834
	25	Boston	28,800
	26	New Mexico	28,398
	27	Pennsylvania	28,325
	28	Virginia	28,300
	29	Georgia	28,220
	30	Ohio State	28,080
5	31	Syracuse	$ 27,600
	32	McGill	27,545
	33	Pittsburgh	27,501
	34	Iowa	27,500
	35	Florida	27,375
	36	Vanderbilt	27,300
	37	Colorado	27,200
	38	Queen's	26,863
	39	Howard	26,685
	40	South Carolina	26,639
	41	Miami	26,575
	42	Emory	26,401
	43	Washington	26,004
	44	Utah	26,000
6	45	Tulane	25,900
	46	Kansas	25,570
	47	Case Western Reserve	25,300
	48	Washington, St. Louis	25,280
	49	Brigham Young	25,100
	50	York	24,997
	51	Houston	24,750
	52	Texas	24,150
7	53	Illinois	23,585
	54	Louisiana State	23,200
	55	Alabama	23,084
8	56	Indiana	22,995
	57	Oregon	22,649
	58	North Carolina	22,519
	59	Temple	22,509
	60	Missouri	22,363
9	61	Oklahoma	19,820

The following university law libraries have too few staff to permit reporting/ranking:
British Columbia, Hawaii, Kentucky, Manitoba, Nebraska, Saskatchewan, and Western Ontario.
Salaries of directors are not included in the calculation of median salary statistics.
Canadian salaries expressed in U.S. dollars

TABLE 31: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1988

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	64	37	27	$66,177	$70,179	$60,692
2. Associate Director	22	9	13	41,861	38,141	44,437
3. Assistant Director	16	5	11	44,767	42,841	45,642
4. Head, Law Branch	1	0	1	*		*
5. Subject Specialist	19	5	14	29,719	27,326	30,516
6. Functional Specialist	28	12	16	30,464	30,215	30,651
7. Dept. Head:Reference	27	13	14	32,790	34,281	31,405
8. Cataloging	34	7	27	31,313	33,263	30,808
9. Acquisitions	27	5	22	29,253	31,180	28,816
10. Serials	2	0	2	*		*
11. Documents	11	1	10	26,204	*	*
12. Circulation	22	4	18	26,308	25,608	26,463
13. Spec. Coll'n.	3	1	2	35,761	*	*
14. Computer	4	1	3	29,264	20,625	32,144
15. Other	57	21	36	35,318	36,211	34,810
16. Reference: Over 15 yrs. exp.	25	12	13	32,851	34,248	31,561
17. 10 - 15 yrs. exp.	23	8	15	30,223	31,633	29,471
18. 5 - 10 yrs. exp.	30	13	17	28,041	29,579	26,865
19. Under 5 yrs. exp.	40	17	23	25,414	25,331	25,476
20. Catalog: Over 15 yrs. exp.	14	2	12	28,790	*	*
21. 10 - 15 yrs. exp.	17	5	12	28,080	30,607	27,027
22. 5 - 10 yrs. exp.	14	2	12	27,093	*	*
23. Under 5 yrs. exp.	16	3	13	23,083	*	*
24. Other: Over 15 yrs. exp.	8	3	5	31,859	*	*
25. 10 - 15 yrs. exp.	9	1	8	33,475	*	*
26. 5 - 10 yrs. exp.	11	0	11	26,925		26,925
27. Under 5 yrs. exp.	16	6	10	24,421	24,419	24,422
ALL POSITIONS	560	193	367	$34,735	$39,019	$32,490

* - Salary information is not published when fewer than 4 individuals are involved.
Canadian salaries converted to U.S. dollars.

TABLE 32: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1988

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	64	37	27	18.8	19.4	18.1
2. Associate Director	22	9	13	14.4	15.2	13.8
3. Assistant Director	16	5	11	15.3	11.0	17.2
4. Head, Law Branch	1	0	1	12.0		12.0
5. Subject Specialist	19	5	14	12.9	13.0	12.9
6. Functional Specialist	28	12	16	8.7	7.3	9.7
7. Dept. Head: Reference	27	13	14	10.0	8.1	11.7
8. Cataloging	34	7	27	12.9	11.6	13.3
9. Acquisitions	27	5	22	9.4	8.6	9.6
10. Serials	2	0	2	2.5		2.5
11. Documents	11	1	10	10.2	4.0	10.8
12. Circulation	22	4	18	8.8	7.8	9.0
13. Spec. Coll'n.	3	1	2	12.3	7.0	15.0
14. Computer	4	1	3	8.8	3.0	10.7
15. Other	57	21	36	11.8	12.9	11.2
16. Reference	118	50	68	9.3	9.7	9.0
17. Catalog	61	12	49	10.0	11.0	9.8
18. Other	44	10	34	8.3	7.9	8.4
ALL POSITIONS	560	193	367	11.4 yrs	11.9 yrs	11.0 yrs

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL LAW UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE

FISCAL YEAR 1988

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	89	38	51	15.9	$24,957	$24,865	$25,026
2. 4 - 7 yrs. exp.	111	36	75	19.8	28,371	31,678	26,788
3. 8 - 11 yrs. exp.	97	25	72	17.3	32,008	34,033	31,305
4. 12 - 15 yrs. exp.	121	37	84	21.6	38,975	43,848	36,829
5. 16 - 19 yrs. exp.	74	23	51	13.2	40,803	48,711	37,237
6. 20 - 23 yrs. exp.	33	14	19	5.9	45,083	53,523	38,864
7. 24 - 27 yrs. exp.	17	10	7	3.0	41,337	45,721	35,073
8. 28 - 31 yrs. exp.	4	2	2	0.7	46,196	*	*
9. 32 - 35 yrs. exp.	7	5	2	1.3	67,308	*	*
10. Over 35 yrs. exp.	7	3	4	1.3	51,843	*	*
ALL POSITIONS	560	193	367	100.0	$34,735	$39,019	$32,490

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries expressed in U.S. dollars.

ARL SALARY SURVEY 1987
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

3. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

7. The questionnaire should be returned to the ARL Office by **August 31, 1987**

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1986-87, as well as the current fiscal year, 1987-88.

2. Please include the Beginning Professional Salary and the Median Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1986-87 figures were included in the published *Survey*.

3. Question 1. The **Beginning Professional Salary** is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

   Please consult the published survey for 1986. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1986-87, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

4. Question 2. The **Median Salary** is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1986-87 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1986-87 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1986-87 median salary in your library) please supply an updated figure.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1987-88. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets if you cannot list all professional positions in the space provided.

2. List information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. (This will permit ARL to analyze whether there are separate salary patterns for those two specialties.) Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

3. The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. After entering the identification of the individual, enter his/her salary as of July l, 1987. If the library normally increases salaries at a date later than July l, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

5. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

6. **Position Code**. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library and Computer Systems
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Functional Specialists**, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriat administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. **Sex.** Indicate either M or F, for male and female, respectively.

8. **Minority status code.** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian

9. **Total years of professional experience.** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

    Complete the last column, labeled "Rank Code", using the following codes:

    0 A rank normally occupied <u>solely</u> by the library director and/or assistant and associate directors.
    9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
    1 Lowest level in the rank structure.
    2 Next highest level in the rank structure.
    3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

    Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

ARL SALARY SURVEY 1987
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

		Main	Law	Medical
1.	**Beginning Professional Salary**			
	a. Beginning professional salary for 1986-87 as reported in last year's ARL Annual Salary Survey.	_____	_____	_____
	b. If salary reported last year has been revised, please report correct 1986-87 beginning professional salary.	_____	_____	_____
	c. Beginning professional salary for 1987-88.	_____	_____	_____
2.	**Median Professional Salary**			
	a. Median professional salary for 1986-87 as reported in last year's ARL Annual Salary Survey.	_____	_____	_____
	b. If salaries reported last year have been substantially revised, please report correct 1986-87 median professional salary.	_____	_____	_____

(Note: ARL will calculate the 1987-88 median professional salary for your library from the data you supply in Part II of this questionnaire.)

3. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

____ Yes ____ No ____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

____ 1 level (i.e., no differentiated levels)
____ 2 levels
____ 3 levels
____ 4 levels
____ 5 levels
____ more than 5 levels (please specify the number of levels: ____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1987.**

ARL SALARY SURVEY 1987

University Library Questionnaire

Part II: Individual Data

Office Use Only	

☐ Check here if this sheet is for Medical Library only

☐ Check here if this sheet is for Law Library only

CONFIDENTIAL

DETACH BEFORE MAILING FORM BACK TO THE ARL OFFICE

Reporting Library _____

Sheet Number _____

Staff Member name or i.d.	Seq. No.	Salary July 1, 1987 *(See instructions)*	Position Code *(See instructions)*	leave blank	Sex (M or F)	Minority Status Code *(See instructions)*	Total Years Prof. Exper.	Rank Code *(See instructions)*
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

ARL SALARY SURVEY 1987
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1987-88 salaries as they exist on July 1, 1987. If the library normally increases salaries at a date after July l, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The **Median Salary** is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The **Beginning Professional Salary** is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a l2-month basis. If an appointment is for 9 or l0 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10 Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1987.**

ARL SALARY SURVEY 1987
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1986-87 and 1987-88.

2. Median professional salary in fiscal year 1986-87. _____

3. Median professional salary for for fiscal year 1987-88. _____

4. Beginning professional salary in 1986-87. _____

5. Beginning professional salary for 1987-88. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

      ____ Yes ____ No ____ We do not have a Law Library.

   b. Medical Library salaries are included.

      ____ Yes ____ No ____ We do not have a Medical Library.

   c. Branch libraries not included:

      _____

      _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1987.**

Page 2

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1986-87 and 1987-88.

Salary Range	Number of Positions	
	1986-87	1987-88
95,000 or more		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,000 - - - 14,999		
13,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1987.**

FOOTNOTES TO THE 1987 ARL ANNUAL SALARY SURVEY

Institution	Notes
ALABAMA	All salaries effective August 1987.
ALBERTA	Excludes Boreal Institute and the Faculty of Extension libraries.
BRIGHAM YOUNG	All salaries effective September 1, 1987.
	Beginning Professional Salary is for Faculty appointments only; other professional positions have no minimum.
BRITISH COLUMBIA	Salaries expected to be adjusted as of October 1987.
BROWN	Includes John Carter Brown Library
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives.
	Includes Law Library.
	Salaries effective July 1987, Beginning Professional Salary as of January 1988.
CALIFORNIA, DAVIS	Salaries effective July 1987, Beginning Professional Salary as of January 1988.
CALIFORNIA, IRVINE	Salaries effective July 1987, Beginning Professional Salary as of January 1988.
CALIFORNIA, LOS ANGELES	Salaries effective July 1987, Beginning Professional Salary as of January 1988.
CALIFORNIA, RIVERSIDE	Salaries effective July 1987, Beginning Professional Salary as of January 1988.
CALIFORNIA, SAN DIEGO	Salaries effective July 1987, Beginning Professional Salary as of January 1988.
CALIFORNIA, SANTA BARBARA	Salaries effective July 1987, Beginning Professional Salary as of January 1988.

Institution	Notes
CANADA INSTITUTE FOR SCIENTIFIC AND TECHNICAL INFORMATION	Only Median and Beginning Professional salary levels were reported; no individual data were reported.
	Includes branch libraries.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
CORNELL	Excludes Medical College Library staff in New York City.
DELAWARE	Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries.
DUKE	Excludes School of Business Library.
EMORY	Salaries effective September 1, 1987.
	Includes Theology, Library & Information Management, and Oxford College libraries.
FLORIDA	Excludes lab school library and Florida Center for Library Automation libraries.
FLORIDA STATE	Excludes Development Research School.
HARVARD	Excludes Biblioteca Berenson in Florence, Italy and Dumbarton Oaks libraries.
HAWAII	Excludes departmental collections not under the jurisdiction of the University Library: Hawaii Institute of Geophysics, Industrial Relations Center, and the public Health Reading Room.
	Excludes federally funded temporary positions.
	Salaries effective October 1987.
HOUSTON	Excludes Clear Lake, Downtowm, and Victoria Campuses.
	Salaries effective September 1, 1987.
INDIANA	Excludes regional campus libraries: Indianapolis, IU East, Fort Wayne, Kokomo, South Bend, IU Northwest, and IU Southeast.
JOHNS HOPKINS	Excludes Advanced International Studies, Applied Physics, and Bologna libraries.

Institution	Notes
KANSAS	Excludes History of Medicine Library, Kansas City.
	Salaries effective December 1987.
KENTUCKY	Excludes Community Colleges.
LAVAL	Salary data for previous year revised.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library.
	Excludes salary of head of veterinary medical library.
MANITOBA	Salaries unchanged from last year as negotiations are still under way.
MICHIGAN	Law salaries effective September 1987.
NATIONAL AGRICULTURAL LIB.	Includes District of Columbia branch library.
NATIONAL LIB. OF CANADA	Salaries reflect August 1987 levels.
NATIONAL LIB. OF MEDICINE	Excludes R & D, Computer staff, etc.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.
NORTH CAROLINA	Excludes Institute of Government.
NORTHWESTERN	Excludes cost recovery positions.
	Beginning Professional Salary in Dental Library is $17,000.
OKLAHOMA STATE	Excludes OSU School of Technical Training and OSU Technical Institute.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.
QUEEN'S	Excludes Industrial Relations.
ROCHESTER	Includes Sibley Music Library and Miner Medical library.
RUTGERS	Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.

Institution	Notes
SASKATCHEWAN	Salaries unchanged from last year as negotiations are still under way.
SOUTHERN CALIFORNIA	Excludes Hancock Library of Biology and Oceanography, Law, and Safety and Systems Management libraries.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.
STANFORD	Excludes salary of Head of the Law Library.
SUNY - BUFFALO	Salaries exclude heads of Law and Music libraries.
SUNY - STONY BROOK	Excludes Health Sciences.
	Salaries effective September 1, 1987.
SYRACUSE	Excludes Utica College library.
TEMPLE	Salaries are for a 44 week year.
TENNESSEE	Excludes Law Library.
TEXAS	Excludes Humanities Research Center.
	Salaries effective September 1, 1987.
TEXAS A & M	Most salaries are for 10.5 month contract.
TORONTO	Excludes federated and affiliated institutions.
TULANE	Excludes Delta Regional Primate Center.
YALE	Excludes British Art Center.